



Garrison News

Volume 7, Issue 4

Since 1998

April 2004

MISSION

U.S. Army Garrison provides and maintains the installation infrastructure to:

- support power projection and training of III Corps units/soldiers;
- provide a quality living and working environment for soldiers, families, retirees, and authorized civilians;
- sustain an effective partnership with our surrounding communities;
- and support the III Corps / Fort Hood transformation process.

VISION

The Army's model power projection platform, training installation, and community. A great place to train, work, and live.

ACS Classes Go MOBILE!

Did you know ACS classes will come to your group function? If you have a group of eligible people who are interested in any of the classes that ACS offers, we can have the trainer come to you! Just let us know the time and place and we will coordinate with the trainer to suit your schedule and needs. Call 287-4ACS for details. (DMWR)

"GEE – WANT A JOB?"

Have you seen the "Gee-I Want a Job" billboards? The Central Texas Workforce Center has a new program aimed specifically at family members who had to leave a job to PCS to Fort Hood with their sponsor. You could be eligible for job assistance, paid training, and other help towards a new career. If you think you qualify, visit the Texas Workforce Center web site at www.workforcelink.com or drop in at 300 Cheyenne in Killeen to ask about the "Jobs 4 Military Families" Program. (AG)

ARMY COMMUNITY SERVICE

EXCEPTIONAL FAMILY MEMBER PROGRAM (EFMP)

Army Community Service, the Exceptional Family Member Program (EFMP) would like you to come join us. The "Sea Dragons" meet every Friday, 1800-1900, at the Abrams Fitness Center. Anyone with a special needs child can enjoy a fun filled evening of swimming, for the whole family, at no

cost. On 9 April, EFMP we have an Easter Egg Hunt from 1200-1300 at Comanche (Post) Chapel. Bring your Easter basket to hunt for lots of eggs! On 26 April, 1800-2000, the EFMP Support Group will meet to share common experiences and challenges unique to special needs families and it is a great way to learn about new information and resources. The group meets at Lane Volunteer Center, Bldg 16005, Old Ironside Drive and Hood Road. Come join in all the fun, meet new people, and learn more about what is going on with special needs families. A web site has been set up for military families with special medical or educational needs - <http://mfrc.calib.com/snn>. Check it out and discover the resources that are available for you. The Exceptional Family Member Program (EFMP) is a mandatory enrollment program, which works with other military and civilian agencies to provide comprehensive and coordinated medical, educational, housing, community support, and personnel services to families with special needs. For more information, please call the EFMP office at 287-6070/1673, or come visit us at ACS, Rivers Building, Bldg 121, Hood Road and 761st Tank Battalion Ave. (DMWR)

CHILD ABUSE PREVENTION MONTH/ ***MONTH OF THE MILITARY CHILD*** ***APRIL 2004***

Dear Teddy



Teddy, I've been bad again, my mommy told me so
I'm not quite sure what I did wrong, but I thought that you should know
When I woke up this morning, I knew that she was mad
'Cause she was crying awful hard, and yelling at my dad

I tried my best to be real good, and did just what she said
I cleaned my room all by myself, I even made my bed
Oops! But I spilled milk all over my good shirt, when she yelled at me to hurry
And I guess she did not hear me, when I told her I was sorry.

'Cause she hit me awful hard, you see, and called me funny names
and told me I was really bad, and that I should be ashamed!

When I said "I love you mommy, I guess
she did not understand
'Cause she yelled at me to shut my
mouth, or I would get smacked again.

So I came up here to talk to you, please
tell me what to do
'Cause I really love my mommy, and I
know she loves me too
And I do not think my mommy means to
hit me quite so very hard
I guess sometimes grown ups forget,
how really big and strong they are!

So teddy, I wish you were real, and you
were not just a teddy bear
Then you could help me find a way to
tell parents like mine everywhere
To please try hard to understand, how
sad it makes me feel
'Cause the outside pain soon goes away,
but the inside never heals!

And if we could make them listen,
maybe then they would understand
So other children just like me, would not
have to hurt again
But for now I guess I'll hold you tight
and pretend the pain is not there
I know you would never hurt me, so
goodnight my teddy bear!
(Author Unknown)

The April 2004 Fort Hood
Child Abuse Prevention Month/Month of
the Military Child (CAPM/MOMC)
Campaign began on 22 Mar 04 with a
Proclamation Signing and Blue Ribbon
Campaign Kick-Off conducted by the
Garrison Commander, COL William H.
Parry.



Time was spent with military children
and their parents highlighting the
essence of this year's Campaign:
ensuring the safety of all children and
communicating the message that for
each child or youth, character counts.
The Proclamation stated: "The Fort
Hood community is committed to the
care of military children and the

prevention of child abuse. It is for that
reason that the Army designates April as
Child Abuse Prevention Month/Month of
the Military Child. The 2004 Campaign
focus is "Building Safe Communities
Prevents Child Abuse. Everyone shares
responsibility for keeping our children
safe from child abuse and neglect.
Parents have personal accountability for
their children's protection. Command
and all community members share with
parents the duty to create a supportive,
caring and secure environment for our
children. Prevention requires action."
COL Parry called upon all Soldiers,
family members, civilian staff,
contractors, community agencies,
religious organizations, medical facilities
and businesses to "increase their
participation in efforts to celebrate our
military children and eliminate child
abuse, thereby strengthening the
community in which we live". The
Proclamation further stated: "I applaud
the sacrifice of children and youth of our
deployed Soldiers serving worldwide. I
encourage you to utilize this special time
to value our children and support
activities and prevention programs
conducted throughout the month of
April."

Please contact the A&P Branch
for a current schedule of activities
throughout our local communities. Join
in as we celebrate Fort Hood children
and youth.

Expect Respect (Dating Violence Prevention) Classes are available by request.

There is no cost to participate in
Family Advocacy Program activities and
childcare is provided. For more
information about A&P Branch
activities, please call 286-6774/287-2286
or visit our A&P Branch Offices in the
Rivers Center, Bldg 121. (DMWR)

ACAP

The ACAP Center will be open
on Friday, 9 April, a III Corps Training
Holiday. This is a great time for soldiers
and their family members to take
advantage of services to better prepare
for their transition to the civilian job
market.

The next community-wide **JOB
FAIR** will take place on **28 April** from
0900 to 1500 at the Central Texas
College (CTC) Student Union Building,

Killeen. Don't wait until the last minute
to complete your resume! ACAP is open
from 0800 - 1700, M-
Th and 1000 to 1700 Fridays and open
all Training Holidays.

Deploying soldiers affected by
stop loss should contact the ACAP
Center to receive their required
preseparation counseling per MILPER
Message # 04-032 dated 22 Nov 03,
subject: Implement Active Army Unit
Stop Loss/Stop Movement Program.
Call 288-ACAP (2227) or 288-JOBS
(5627) or come by the ACAP Center for
an appointment. (AG)

Garrison APIC/Baldrige Training

The Strategic Planning Office
(SPO) is sponsoring an APIC/Baldrige
workshop for key Garrison leadership,
management, and process owners on 12-
14 April 2004. The workshop will
provide an overview of the Malcolm
Baldrige/APIC Criteria, and help
organizations assess how they do
business and identify opportunities for
improvement.

Mr. Mac McGuire will serve as
workshop facilitator. He has
successfully written and edited more
than 50 Baldrige applications, both
locally and internationally, within the
Department of Army. He has served as
an Examiner/Judge with the Greater
Austin Quality Council, Texas Award
for Performance Excellence, and
Examiner/Team Leader for the Army
Communities of Excellence Award. He
currently serves as the Director of the
University of Texas Center for
Performance Excellence, and as
president of McGuire & Associates
Consulting Group.

The focus of this workshop is
individuals responsible for improving
organizational business processes,
systems, and practices, for those
involved in preparing a unit or
installation/activity organizational self-
assessment, or for those who are
partners/suppliers or customers of
organizations who are required or wish
to apply APIC principles.

The workshop will be
conducted at the Killeen Civic and
Conference Center. Training capacity is
30 students, and spaces will be offered to
Garrison leaders, managers, and process

owners first. Any spaces that cannot be filled from the Garrison will be made available to individuals from other installation activities. Please contact the SPO, 618-7359 for further information. (SPO)

Hood Hero Awards Luncheon

Nominations for Hood Hero awards to be presented at the Hood Hero Awards Luncheon on 12 May are due 9 April. Nomination forms may be found in the Garrison Public Folders /Awards & PR/Hood Hero. For more information, please call Cathy Davis, 618-7357. (SPO)

Thrift Savings Plan (TSP) Catch-Up Contributions

TSP catch-up contributions are additional tax-deferred contributions available to TSP participants age 50 or older who are already contributing the maximum amount of regular TSP contributions for which you are eligible. You may elect to make up to \$3,000 in catch-up contributions for 2004.

You may enroll via the Army Benefits Center – Civilian (ABC-C) using the Employee Benefits Information System (EBIS) at <https://www.abc.army.mil> or by calling the Interactive Voice Response System (IVRS) at 1-877-276-9287 or 1-877-276-9833 (TDD Number). Counselors are available through the IVRS from 0600 to 1800 Central Standard Time Monday through Friday (except Holidays)! To speak with a counselor you will need a Personal Identification Number (PIN) or to access ABC-C using EBIS you will need a PIN number and password. Do you have your PIN number and password? Need help getting one? The Support Section at Civilian Personnel Advisory Center (CPAC) will be glad to help you. Please call 288-2059 or 288-2016 for assistance.

Catch-up contributions are not subject to the TSP Open Season rules and more than one election may be made in any given year, so long as the annual limit is not exceeded. Visit the ABC-C website to review a chart to help you plan your contributions for 2004. You can start, change, or stop your catch-up election at any time. All start and change transactions are effective at the beginning of the next pay period.

Terminations are effective at the end of the current pay period. Catch-up contributions will automatically stop the end of the last pay period for the year (12/11/04 for 2004) or when the maximum dollar limit for the year is reached. Because the annual IRS elective deferral limit for catch-up contributions changes yearly, you must make a new election each year. (CPAC)

FREE TRAINING for Military Family Members

The Partnership for Skilled Employees On and Around Fort Hood (Partnership) is a Central Texas Workforce System program that is supported and guided by local community leaders and businesses as well as key leaders on Fort Hood. These services are for military family members over the age of 18 who left employment to accompany a military service member to Fort Hood. Services are also available for civilian personnel on Fort Hood who are given notice of intent to lay-off.

Once enrolled, family members and civilian personnel can receive:

- ✚ Help looking for a job.
- ✚ Funding for childcare, transportation, and work related expenses, such as special uniforms.
- ✚ Health certificates or other work related expenses.
- ✚ License fees for certificates for jobs.
- ✚ One-on-one help to prepare for employment.
- ✚ Pre-employment guidance in activities like resume preparation, interviewing, dress for success, etc.
- ✚ Training in jobs that are in demand by local employers.
- ✚ Targeted hiring with training after employment by select local employers.
- ✚ Short term training in courses like Certified Nursing Aide, Computer Software use courses.
- ✚ Career counseling and assessments to better market individuals to local businesses.

To get these services as quickly as possible, bring the following documents with you:

- ✚ Copy of Birth Certificate or Alien Registration Card (Indicating Right to Work).
- ✚ Copy of Social Security Card.

✚ Copy of Military Dependent Identification Card.

✚ Copy of Military Sponsor's orders to Fort Hood.

✚ Proof of Your last Employment (pay stub).

✚ Proof of Selective Service Registration or previous service (Males born after December 31, 1959 must have served in the military or registered with selective service prior to their 26th birthday).

***For more information, call
Fort Hood ERB office at 288-2089.
(DMWR)***

Army Substance Abuse Program

The Army Substance Abuse Program (ASAP) is co-sponsoring "National Alcohol Screening Day" with the Substance Abuse Rehabilitation Department (SARD) of MEDDAC on 8 April 2004 from 0900 to 1500. The ASAP and SARD staff will have an educational display in the lobby of DACH and offer free screenings and information to those who are interested. April has been designated as Alcohol Awareness Month. The Alcohol Awareness Month is a way to inform the public about the disease of alcoholism. It is a treatable disease, not a moral weakness, and alcoholics are capable of recovery. ASAP would like to encourage the public to engage in an alcohol-free weekend on 2-4 April 2004. The purpose of this alcohol-free weekend is to raise public awareness about the use of alcohol and how it may affect individuals, families, and work.

As a reminder, ASAP is located on the corner of 58th Street and Support Avenue, Bldg 2241. POC is Helen Goudreault-Knapp, 618-7446. (DMWR)

THRIFT SAVINGS PLAN (TSP) OPEN SEASON

TSP Open Season begins 15 April and ends 30 June. For the year 2004, CSRS employees may contribute up to 9% of basic pay each pay period. FERS employees may contribute up to 14% of basic pay each pay period. The IRS elective deferral limit for 2004 is \$13,000.

Open Season elections may be made via the Army Benefits Center – Civilian (ABC-C) using the Employee

Benefits Information System (EBIS) at <https://www.abc.army.mil> or by calling the Interactive Voice Response System (IVRS) at 1-877-276-9287 or 1-877-276-9833 (TDD Number). Counselors are available through the IVRS from 6:00 AM to 6:00 PM Central Standard Time Monday through Friday (except Holidays)! To speak with a counselor you will need a Personal Identification Number (PIN) or to access ABC-C using EBIS you will need a PIN number and password. Do you have your PIN number and password? Need help getting one? The Support Section at Civilian Personnel Advisory Center (CPAC) will be glad to help you. Please call 288-2059 or 288-2016 for assistance.

Specific information covering your options for the open season can be found in the TSP Open Season brochure and the Summary of the Thrift Savings Plan for Federal Employees on the TSP web page at www.tsp.gov. Information on rates of return and fund performance can be found at <http://www.tsp.gov/rates/index.html>.

Open Season changes affect only your future contributions. If you want to make a contribution allocation and/or interfund transfer, you can request it by either the TSP Web site, the ThriftLine at (504) 255-8777, or by completing the TSP-50, Investment Allocation form and mailing it to the address shown on the form. This form can be obtained from your CPAC. Contribution allocations direct the way your future payroll contributions will be invested. Interfund transfers move existing money from one fund to another. (CPAC)

The display cases in the lobby of the III Corps Headquarters building are available to display trophies or other awards your organization has won. Contact Cathy Davis, 618-7357.

APIC/Baldrige

A great misconception is that staff action officers use the APIC/Baldrige Criteria once per year to prepare an organizational self-assessment. Don't believe it, because that idea is far from the truth. You can't put APIC/Baldrige away and drag it out one time during the year to talk about how well you've done. This is

particularly hard when an organization does not know what its strategic goals or objectives are. Otherwise, how do you determine your organization's business results or what success looks like? So the cycle for APIC/Baldrige is open-ended.

There is no big mystery to APIC/Baldrige. It is just a set of standards, from which judgments or decisions can be made about organizational performance. The criteria support goals, which are results-oriented, and focus on creating value for customers, employees, suppliers and partners, the public, and the community. APIC doesn't tell an organization how to manage or how to structure its functions. Well, you ask what does it do? It helps an organization recognize what is important to customers, improves how the organization conducts its business, and encourages learning at an individual, unit, and organizational level, everyday.

APIC involves everyone. It takes visionary senior leaders to tell us what the organization's future looks like, and middle managers, team leaders, and process owners to implement the strategies to accomplish the vision. Oops, let's not forget the work unit level or line employee. The organization's success is riding on their shoulders, especially since they make the strategies happen.

There is no question that APIC/Baldrige is already a difference maker, which is underutilized. Organizations who practice the principles of APIC/Baldrige know its value for creating positive results, and the continual improvement of its processes. The point here is that it is a matter of focusing more on the processes that will help us to improve the performance of our organizations and operations. These are common-sense principles, not rocket science. APIC, when done well, produces performance excellence with never-ending value, some, which could ultimately help the organization, win recognition and awards. But when it is all said and done, it's not how a self-assessment is packaged, written, or marketed. It's whether you talked it; walked it, and have proof to show the results. In a nutshell, APIC/Baldrige drives performance and that is everyone's business.

Feel free to give me a call if you have questions or if you want to learn how to apply APIC as a regular part of your daily work - - Mrs. Robinson, 618-7359. (SPO)

Army Family Action Plan

It's official - Fort Hood's annual **Army Family Action Plan (AFAP) conference** will be held **5-7 October 2004** at the Comanche Post Chapel and the planning for the conference will begin very soon. What does this mean for you? It means that you have an opportunity to give feedback to commanders and raise issues important to you about military and family life.

You may not be aware of AFAP and how it has affected you. It has made a difference for you in many ways. For instance, the current issue, support groups for teens of deployed soldiers, is being addressed through Fort Hood Child and Youth services. Another Fort Hood issue that was raised at the 2003 conference was kindergarten transfer students; age requirements for kindergarten students vary from state to state. Children who currently attend kindergarten and PCS to another state are not permitted to continue kindergarten if they do not meet the gaining state's age requirement. This issue could not be solved at Fort Hood alone, therefore it was forwarded to FORSCOM and the Fort Hood delegates who attended the FORSCOM conference 8-12 March 2004 reported that it was one of the top issues addressed during the brief out. Army Family Action Plan deals with issues at the local level; some issues are routed all the way up through our major command, the Department of the Army, and some issues have even resulted in legislative changes.

Wondering how you can be involved in this exciting process? We have great opportunities for those interested in being part of the AFAP planning and coordinating subcommittees, volunteering as delegates, facilitators, and recorders. Family members, Soldiers, retirees, DA civilians, Reservists, National Guard Soldiers and just about anybody affected by the military community can participate.

As a delegate, you will have the opportunity to raise issues and propose solutions, working with others in a

workgroup facilitated by a trained facilitator and supported by a trained recorder.

If you prefer to work as a facilitator and have facilitation experience, we sure could use your help. Please consider applying to serve in this important position. Or perhaps you'd like to try your hand as a recorder or get involved in the planning and coordination of the conference – just give us a call to find out what volunteer positions are available and how you can get involved.

Don't forget about our Army teens! Fort Hood also holds a Teen AFAP Conference where we bring together teens in grades 9-12 to discuss quality of life issues that affect their everyday lives. The dates for the 2004 Teen AFAP Conference are yet to be determined.

For additional information or to pick up applications to attend the conference as a delegate, please contact Beth Blevins at 287-6600. Currently there is not a delegate selection process; everyone who submits an application attends the conference. We require a wide demographic representation of rank, dependent status, married status, DA civilian status, and on- and off-post delegates. (DMWR)

Army Family Team Building

Let's Talk AFTB At A Higher Level...

Have you ever thought of improving your interpersonal skills or just building on what you have? Classes are available through the Army Family Team Building (AFTB) office. An entire Level II course will take place 13, 14, 28, and 29 April, 0845-1400. If you do not have time to commit to all the classes you are certainly welcome to attend only the classes you want. The only requirement is that you call and reserve a spot in the class that you wish to attend. Units can also request an instructor to teach individual modules or in combination with other modules with advance notice. Call to sign up and/or to get more information on AFTB at 286-6600/ 287-2327 or email: beth.Blevins@hood.army.mil.

Level II classes available are:

- Enhancing Relationship Building
- Introduction to Effective Leadership

- Volunteer Management
- Management Skills Communication
- Management Skills: Conflict
- Management Skills: Understanding Needs
- Management Skills: Crisis & Coping
- Management Skills: Group Dynamics
- Adapting to Change
- Stress Management
- Intermediate Problem
- Time Management
- Meeting Management
- Networking with Community Agencies
- Building a Resource Library
- Family Support Groups
- Military Rank & Command Structure
- Benefits, Entitlements, & Compensation
- Traditions, Customs, Courtesies & Protocol. (DMWR)

It's Here!!! Volunteer Database!

Great News for the Installation Volunteer Program!!!! With the New Year comes new and great things. The Installation Volunteer Office is proud to announce that we have established a volunteer database and will begin tracking individual volunteers hours, training completed, and awards received while at Fort Hood.

If you currently volunteer with an organization on Fort Hood and that organization tracks your hours, they will continue to do so. If you volunteer and are not tracking your hours, please contact us and we will track your hours in the database.

We believe this database will be a benefit to all of our volunteers on Fort Hood. Before leaving Fort Hood, volunteers will be able to stop by our office and request a roll-up of what they have done while stationed here. This information can be used at your next duty station, or the information can be used on a resume, and it also counts as paid employment on a job application. Our database can only be as accurate as the information you provide, so please keep us informed. If you are not sure if you are registered with the Installation Volunteer Office, or would like to find out more information, please stop by the Lane Volunteer Center on the Corner of Hood Road & Old Ironsides Avenue, Bldg 16005, or contact Mari Gonzales at Dagmaris.Cruz@hood.army.mil or call

286-5913, or Doris Arnett at Doris.Arnett@hood.army.mil, or 287-(VOLS) 8657. (DMWR)

Family Readiness Group

June classes for Mob/Dep, the FRG Certification Course, the Rear Detachment Officer course, Spouses of Deployed Soldiers Support Group, and Waiting Families of Soldiers on Unaccompanied Tours or workshops are scheduled. Family Members of Deploying Civilian Contractors are also welcome to attend.

Spouses of Deployed Soldiers Support Group meets on the first Tuesday and third Tuesday of each month at Lane Volunteer Center, Bldg 16005. The support group offers a forum where family members can share their experiences and expectations.

Social Service representatives from Army Community Service, Family Advocacy and Relocation Assistance Program will be available at the support group to assist family members.

Future support group meetings will include workshops on coping with loneliness, marriage enrichment, care package construction, reunion training, children activities, Learn a Craft Night, etc.

Funded childcare is available for pre-registered attendees!

To RSVP or for additional information contact Army Community Service, Soldier and Family Readiness Branch at 288-5155 or e-mail David.Gretsch@hood.army.mil. (DMWR)

Test Your Command Climate

GoWeb is new software for conducting a computerized Command Climate Survey. The program was designed at the request of the Chief of Staff of the Army as a tool to assess a command climate for strengths and areas of concern at the unit or organizational level. The purpose of GoWeb is to improve operations. GoWeb can be used to survey both military personnel (TOE) or a combination of military and civilian personnel (TDA), using preset questions in a Windows environment. The software allows users to add 10 additional questions to a survey design as needed.

You may access GoWeb by locating it on Army Knowledge Online under IMA/SW/HR. The program is accessible by respondents by placing it on a computer, diskette, LAN or this Website.

Organizations will need the assistance of their System Administrator or Webmaster for administration of the process on LAN or Web. Where bargaining unit employees are affected, the process must be handled in accordance with the collective bargaining agreement. (SPO)

Productivity Improvement Reviews (PIR)

Garrison is currently finishing their third round of Productivity Improvement Review (PIR) sessions. With each successive PIR review, the process is better understood and therefore, defining the initiatives has become easier. For 2QFY04, the **Directorates of Aviation Operations, Directorate of Plans, Training, and Security, and Directorate of Public Safety (Provost Marshal)** joined the **Directorate of Logistics, Directorate of Public Works, Directorate of Information Management, and Directorate of Morale, Welfare, and Recreation** in submitting productivity initiatives that improve our business practices. Watch for next month's edition of the Garrison News to learn more about these great ideas and how we are maximizing our efforts within the available resources. (GCO)

Performance Management Review (PMR)

On 12 Jan 04, MG Aadland, Director, Installation Management Agency (IMA), published "Installation Management Agency Training Guidance" to all IMA commanders and leaders regarding their training and professional development responsibilities and objectives. As part of training management, each Regional Director and Garrison Commander is required to develop training plans that incorporate specific training requirements based on the Installation Management Agency mission and Mission Essential Task Lists (METL), plus their own organization's specific mission and METLs - all of which must

be synchronized. On 26 Mar 04, Mr. Exton, Southwest Regional Office (SWRO) Director, published "Performance Management Review (PMR)/Quarterly Training Brief (QTB)" and 101 performance measures that are to be reported - 30 are directly from the Army Baselines Services and 71 from other sources. Additional measures/items may be added that are pertinent to Fort Hood. **What does this mean to Fort Hood Garrison?** Cyclic performance assessment reporting starts with Q1FY04 data. COL Parry, Garrison Commander, will report Q1FY04 and Q2FY04 status to Mr. Exton and our Senior Mission Commander (if available) during the May/Jun 04 timeframe. The process utilizes "traffic light" results reporting - green, amber, red. SWRO has provided a standardized Power Point briefing template to report and trend performance results as well as comments to articulate strategy to improve/sustain performance. A comment is required for current amber and red results as well as any other issues the Commander would like to discuss. This is an evolving process and PMR/QTB measures will certainly be modified over time as better measures evolve. Garrison will treat the PMR implementation as "discovery learning" just as we did when we implemented the PIR process. (GCO)

2004 PEP Innovators to be Recognized at the Hood Hero Awards Luncheon!

*In 2003 a brand new award was presented at the quarterly Hood Hero Awards Program: **Productivity Enhancement Program (PEP) Innovators!** In 2004 Garrison Command and SPO continue to recognize these innovators at the 12 May 2004 Hood Hero because:*

(1) PEP innovators show extraordinary creativity and drive to make Fort Hood better, faster, and more cost efficient—part of successful Army Transformation, and

(2) one function of this quarterly event is to recognize people who do exactly that!

The following folks are stars in transformation—people who think out of the box, then diligently work to make substantial improvements to

their business practices and customer service:

-- **Darla Davis**, Directorate of Information Management, Fort Hood Password Management

-- **Jeff A. Salmon**, Directorate of Public Works, Soil Bio- Remediation Process Validation. Bailer for Recycle-Optimize Cardboard Processing Capacity, Purchase Cardboard Compactors, Waste to Beneficial Re-Use

-- **Beverly Warshaw**, Contracting Command, Purchase Card Administration and Reporting Information System

Also commended are the **supervisors and managers** of the PEP innovators, who empowered their personnel to identify solutions to longstanding problems, find ways to meet changing missions, save money, and free soldiers and civilians to tend to more immediate priorities.

Also commended are the **supervisors and managers** of the PEP innovators, who empowered their personnel to identify solutions to longstanding problems, find ways to meet changing missions, save money, and free soldiers and civilians to tend to more immediate priorities.

By the way, Fort Hood is again in the forefront of PEP innovations within Army. Fort Hood PEP proposals account for 100% of the Southwest Region Office (SWRO) proposals submitted to DA, and 13% of the total proposals being processed at DA!

For information on the PEP Program, contact Kathy McPherson, 618-7352. (Gar RM)

Published by
The Strategic Planning Office
Bldg 1001 Rm W316,
ATTN: Cathy Davis, 618-7357